

POST FALLS SCHOOL DISTRICT NO. 273

Series 400: Certified Personnel: Leave and Absence

Policy No. 404.11

Policy Title: Leaves: Workers' Compensation

Page 1 of 1

In the event of a disability incurred on the job and covered by workers' compensation, the certified employee shall be paid in full by the district, for the day of the injury.

In the event the disability continues, the employee shall have, so far as consistent with the Workers' Compensation Law, the choice of either (1) entering a period of leave of absence without pay and receiving workers' compensation to which entitled, or (2) utilizing a portion of the employee's accrued sick and vacation leave, if any, to supplement workers' compensation benefits insofar as the combined total of workers' compensation benefits and sick and vacation leave benefits do not exceed one hundred percent (100%) of the regular salary to which he/she would otherwise be entitled.

The employee is required to cooperate with the district's workers' compensation insurance carrier to coordinate and effectuate appropriate medical treatment and to secure other available workers' compensation benefits, including but not limited to income benefits.

In all instances where an employee is unable to work as a result of an injury, the employee must obtain a written work release from their treating physician prior to returning to work. This release shall be provided to the employee's immediate supervisor who will make a copy and provide the original to the Human Resources Department for placement in the employee's personnel file.

Legal Reference:

I.C. § 72-101, et seq. Workers' Compensation Act

IC §33-1216, Title 72 FMLA (29CFR Part 825)

Applicable Procedural Regulations: 404.11a

Date of Adoption: 4/14/97

Amended: 10/13/97, 2/13/23

Reviewed 2017, 2021